

1903-1904.

WESTERN
SCALES OF PRICES
GOVERNING WAGES IN
ROLLING MILLS,

FOR THE YEAR ENDING JUNE 30, 1904.

Published by National Lodge, A. A. of I. S. and T. W.

GENERAL OFFICE:

HOUSE BUILDING, COR. SMITHFIELD AND WATER STS.,

PITTSBURGH, PA.



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WESTERN SCALE.

MEMORANDUM OF AGREEMENT.

We,.....

.....
of the first part, and.....Lodge,

No....., State of.....

National Amalgamated Association of Iron, Steel and Tin Workers, of the second part, do hereby agree that the following scales of prices, based upon the actual sales and shipments of Iron or Steel, as arranged for in conferences, shall govern the wages of the several departments as herein stated, commencing July 1st, 1903, and ending June 30th, 1904.

It is further agreed that no scale shall go below the base price named on the rate selected.

It is understood:

First—That Iron mills (except Sheet mills) working Steel shall pay price and one-half price for Steel, but this shall not apply to mild Steel, that is, working that Steel of which the output of the mill shall be as great as when working Iron of the same sizes; but when the output of Steel is but three-fourths ($\frac{3}{4}$) of the output of Iron, the rule price and one-half price shall apply.

Second—On all mills working Iron or Steel weighing one hundred and fifty (150) pounds, or over, extra help shall be furnished to the Heater, the same to be paid by the Company.

Third—The time in Scrapping and Busheling, also Finishing departments shall in no case exceed nine hours and fifteen minutes from the regular time the mill begins to roll until the first furnace commences to charge the last heat. This shall not apply to mills working shorter charging hours; this not to apply to Boiling departments (except Scrapping and Busheling); also other departments working under the three turn system. The time for meals on following up mills shall not be counted in.

Bellevue & Iron Works, Inc. 31 Oct 1904
Allen - 3-2654

Fourth—Wherever deviations from the Western Iron Scale signed for by any Manufacturer and the Amalgamated Association are made and evidence is produced to prove it, the Amalgamated Association and Manufacturers agree to make every effort to correct the same, provided, the Trains and Furnaces are similar, but if the deviations continue to be tolerated by the Amalgamated Association, all other mills shall receive the same. All Manufacturers and workmen governed by this scale hereby agree not to make any deviations from the scale agreed to.

Fifth—Finishing mills will be allowed to work three turns when practicable. On Finishing mills working three turns, eight hours shall constitute a day's work. Rolling shall not start earlier than 5 A. M. Monday morning, and the week's work shall finish after the first eight hour shift on Saturday. On all mills working three turns, a third roller should be employed.

Sixth—All Ten Inch Guide and Hoop mills with one furnace averaging \$35.00 per turn or more, or with two furnaces \$65.00 per turn or more on a $9\frac{1}{4}$ hour system, based on a one cent card rate, the eight hour system should be adopted. On Bar and Twelve Inch mills averaging 60,000 pounds on one (1) furnace, and 90,000 pounds on two (2) furnaces per turn on the $9\frac{1}{4}$ hour system, the eight hour system should be adopted.

FOR THE COMPANY.

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FOR THE LODGE.

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BOILING.

Based on actual sales of Bar Iron, as per conference agreement.		Boiling per Ton, 2,240 Pounds
1	c Bar Iron.....	\$ 5 00
1	1-10c “	5 00
1	2-10c “	5 00
1	3-10c “	5 25
1	4-10c “	5 50
1	5-10c “	5 75
1	6-10c “	6 00
1	7-10c “	6 25
1	8-10c “	6 50
1	9-10c “	6 75
2	c “	7 00

1. The charge for Boiling Furnaces shall be as follows: Single furnaces, not more than five hundred and fifty (550) pounds per heat; double furnaces, not more than eleven hundred (1,100) pounds per heat; Siemen's furnaces, not more than fifteen hundred and fifty (1,550) pounds per heat; double double furnaces, not more than two thousand and two hundred (2,200) pounds per heat; and it is understood that two weeks' work shall be averaged.

2. In order to insure uniformity of iron in Boiling furnaces and avoid the increasing custom of running in strong for common iron, thus increasing the hours and work of the Boiler, the limit of time for each heat shall be as follows: For a single furnace, one hour and forty-five minutes; for a double furnace, one hour and fifty minutes; for Siemen's furnace one hour and fifty-five minutes, and for a double double furnace, two hours. The time shall be reckoned from the time the door is dropped after charging until the heat is ready to draw, and accidents and unavoidable detentions are not to be reckoned in. When a majority of the furnaces in any mill require more than the time specified to make their heats, due notice shall be given to the Boss, in accordance with Article XXXIV of the Constitution. By the word majority is meant a majority of the furnaces working hard iron. Inferior coal, which increases the working time beyond that specified above, shall be considered a grievance.

3. One dollar (\$1.00) per ton extra for Dephosphorized iron.

4. That when iron containing sixty (60) per cent. or more Bessemer is worked, one dollar (\$1.00) per ton extra shall be paid.

5. One dollar per ton extra for all castings and runners over seventy-five pounds in one piece, and for all scrap pig metal, twenty-five (25) pounds and under, when worked alone.

6. One dollar per ton extra for hot ore fix.

7. For cast iron swarth worked on cinder bottom, the price, per ton, shall be the same as boiling.

8. For half wrought iron turnings, and half cast iron swarth, worked on cinder bottom, the price to be seven-eighths ($\frac{7}{8}$) the price of boiling.

9. For wrought iron turnings, worked on cinder bottom, 65 per cent. of Boiler's scale shall be paid. The price for working turnings to advance and decline in the same proportion as the Boiler's scale.

10. That busheling one third wrought iron turnings and two-thirds heavy scrap on cinder bottom, to be one-half price paid for boiling.

11. Heavy scrap shall be paid for twenty cents above one-half the price of boiling only when worked alone.

12. Fifty cents per ton extra for all metal Boiled, also for fomented Swarth and Turnings worked on Clay or Hot Cinder fix.

13. For all light Scrap worked alone in a Boiling furnace the same price shall be paid as that for working Wrought Iron Turnings; this to cover all light sheet, Hoop No. 19 and lighter, and Wire No. 5 and lighter; this scrap to be cut from eight (8) to ten (10) inches in length for charging and placed not more than ten (10) feet from charging doors.

14. That the Puddlers and Boilers be paid for all blooms and sliders equivalent to 490 pounds where the charge is 500 pounds per heat, and 535 when the charge is 550 pounds, and 1,070 pounds when the charge is 1,100 in a double furnace, when it is no fault of the Boiler.

15. Where Pot Metal or Stove Plate is worked alone, or mixed, fifty (50) cents per ton extra shall be paid, but if Stove Plate or Pot Metal to the extent of one hundred (100) pounds or less is worked with Pig Metal, no extra charge shall be paid.

16. When mixed material is worked, which is not provided for by the scale, the mean price between the prices of the material used shall be paid, the proportion not to go below one-third ($\frac{1}{3}$); this not to apply when worked with metal.

17. Five (5) heats shall constitute a day's work on double turn, six (6) heats single turn, and in mills working three (3) turns, five (5) heats per turn shall constitute a day's work.

18. Pipe scrap over four (4) inches in diameter, and heavy boiler plate, shall be cut from four (4) to six (6) inches in length, all pipe scrap, six inches and over in diameter, to be cut diagonally or flattened before charging.

19. All heavy scrap for busheling to be cut eight (8) inches or less in length before charging.

20. The output to be paid for on all Boiling Mills, shall not exceed the limited amount allowed for charging.

21. All clean castings seventy-five (75) pounds and under when worked alone, or with less than fifty per cent. of pig metal, fifty (50) cents per ton extra shall be paid.

22. Wire and sides of Sheets No. 19 gauge and lighter, when in bundles not heavier than 40 pounds and not exceeding 18 inches in length, the price to be 65 per cent. of Boilers' scale; when over 40 pounds, 25 cents extra shall be paid.

23. That no double furnace be allowed to work without four (4) men.

24. That Company furnish help to shovel slack or coal when more than fourteen feet from the furnace.

25. That Puddlers when boiling metal shall only lose the amount over the limit of a ball.

26. In case of breakdown in Muck Mill, 45 minutes shall be the time (from the time the furnaces are ready to draw) to wait for the same to be repaired, and when heats must be thrown out, the Company shall bloom same, if possible, and if bloomed the Company shall pay for the same.

27. That where pipe is worked in cinder-bottom furnaces mixed with light scrap, it shall be cut four (4) to six (6) inches long for charging.

28. That all mills where screenings from squeezers or rolls are given to puddlers when working swarth, that the full boiling price be paid and that such screenings cannot be classed as mixed material.

29. When more than ten (10) per cent. of each charge on cinder-bottom furnaces is galvanized sheet scrap, one dollar (\$1.00) per ton extra shall be paid.

MUCK OR PUDDLE MILL.

1. The price per ton of two thousand two hundred and forty (2,240) pounds to be paid for Muck Rolling on trains of two pairs or sets of rolls or less, shall be one seventh ($\frac{1}{7}$) the price for boiling, but the Roller to pay all labor in taking iron from squeezer and delivering upon bank straightened, except Bloom boy. In such case, where a Bloom boy is used, the Manufacturers hereby agree to pay one-half the wages paid to said Bloom boy.

2. For doubling muck iron on two high muck rolls the Roller shall receive seventeen (17) cents per ton extra above scale prices.

3. When billets, one inch and a half or less, are rolled on a two high muck mill, any extra help required by the Roller shall be paid by the Company.

4. In no case shall any deduction of weight be taken from the Roller on account of overweight by the Boilers. He shall be paid full weight for all iron that passes through the rolls.

5. On mills averaging sixteen tons or less per turn in two (2) weeks, the Company shall pay the Drag-outs.

6. The wages of Muck Roll hands shall advance and decline in proportion to Muck Rollers' Wages.

FILES ON BOARDS.

Based on actual sales of Bar Iron, as per conference agreement.		Piles on Boards, per ton, 2,240 pounds
1	c. Bar Iron.	\$1 63
1	1-10c. "	1 67
1	2-10c. "	1 71
1	3-10c. "	1 74
1	4-10c. "	1 77
1	5-10c. "	1 80
1	6-10c. "	1 83
1	7-10c. "	1 86
1	8-10c. "	1 89
1	9-10c. "	1 92
2	c. "	1 95

1. Heating piles or blooms on sand bottoms shall be ninety-one and six-tenths ($91\frac{6}{10}$) cents per ton, and advance and decline in same proportion as above scale.

2. The scrapper to find his own help and pile his own scrap.

3. Whenever the company desires to pile scrap and deliver same to furnace and help charge, 30 per cent. below above prices shall be paid; wherever the company desire to furnish all help, including run-down, pilers and chargers, the price shall be 50 per cent. below base price as mentioned above. Heater to pay fireman and spell hands, company to pay run-down, pilers and chargers.

*See Memorandum
Agreement Page 3
Time Limit*

BUSHELING ON SAND BOTTOM.

Based on actual sales of Bar Iron, as per
conference agreement.

1	c. Bar Iron.....	\$ 2 20
1	1-10c. "	2 20
1	2-10c. "	2 20
1	3-10c. "	2 30
1	4-10c. "	2 35
1	5-10c. "	2 40
1	6-10c. "	2 45
1	7-10c. "	2 50
1	8-10c. "	2 55
1	9-10c. "	2 60
2	c "	2 65

1. Busheling Heavy scrap and not more than one-third ($\frac{1}{3}$) wrought iron turnings, mixed on sand bottom, to be ten (10) cents per ton above the current price for busheling on sand bottom. This not to apply where fifty (50) pounds of Turnings or less is used to one ball.

2. The price for working all light Sheet, wrought Turnings, Hoops, 19 and lighter, and Wire No. 5, on sand bottom, shall be one-half the price of boiling. The Company shall cut all such scrap from eight (8) to ten (10) inches in length before charging.

3. Pipe scrap over four (4) inches in diameter, shall be cut from four (4) to six (6) inches in length, and all heavy scrap shall be cut not more than eight (8) inches in length before charging.

4. When mixed material is worked, which is not provided for by the scale, the mean price between the prices of the material used shall be paid. The proportion not to go below one-third.

5. That the weight for a turn's work on a sand bottom scrap furnace be ten thousand (10,000) pounds.

6. Wire and sides of sheets No. 19 gauge and lighter, when in bundles not heavier than 40 pounds and not exceeding 18 inches in length, the price to be one-half ($\frac{1}{2}$) the price of boiling. When over forty (40) pounds, 25 cents extra shall be paid on the total tonnage of bundles used. Total bundles not to exceed 80 pounds to each ball.

7. That when light scrap is worked without turnings, 20 cents extra above light scrap price shall be paid, but if turnings cannot be secured through inefficient railroad facilities, the extra price does not apply.

8. That when heavy scrap is worked alone on sand bottom without turnings, the price to be 20 cents above the price for busheling, but if turnings cannot be secured through inefficient railroad facilities, then the extra price does not apply.

9. That Scrappers shall lose only the amount over the limit of a ball when the scrap is not weighed in for each charge.

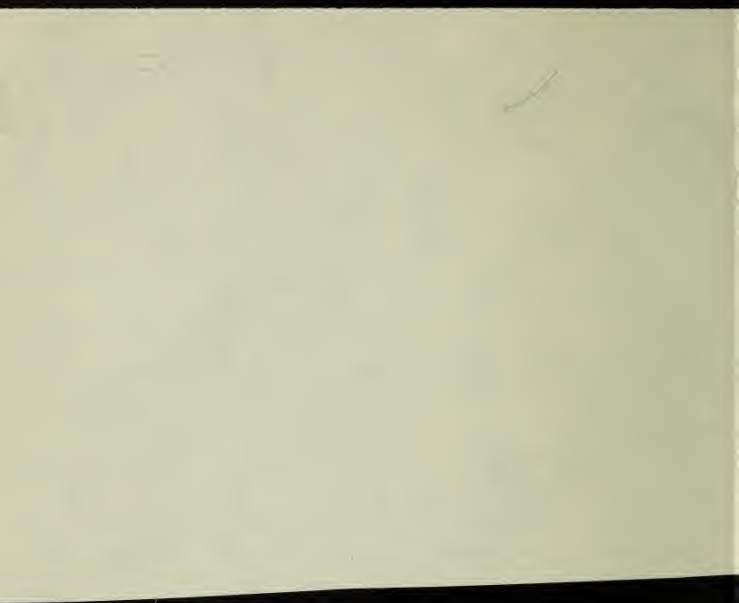
10. All blooms and cobbles, worked in a Sand Bottom Busheling furnace, shall be paid for at the straight price for busheling heavy scrap.

11. When more than ten (10) per cent. of each charge on sand bottom furnaces is galvanized sheet scrap, one dollar (\$1.00) per ton extra shall be paid.

time limit

See page 5

Put in
envelope



Knobbling.

Based on actual sales of Bar Iron, as per conference agreement.		Scrap, per ton, 2,464 pounds.	Refined Iron, per ton. 2,464 pounds.
1	c. Bar Iron.....	\$4 60	\$5 99
1	1-10c. ".....	4 70	6 12
1	2-10c. ".....	4 80	6 25
1	3-10c. ".....	4 90	6 38
1	4 10c. ".....	5 00	6 51
1	5-10c. ".....	5 10	6 64
1	6 10c. ".....	5 20	6 77
1	7-10c. ".....	5 30	6 90
1	8-10c. ".....	5 40	7 03
1	9-10c. ".....	5 50	7 16
2	c. ".....	5 60	7 29

1. The price for Knobbling Raw Pig Iron shall be two dollars (\$2.00) per ton above the price paid for Knobbling Refined Iron.

2. Knobbler to pay his Helper one-third the above price for Refined Iron and Pig metal.

Time limit
page 3

HEATING SLABS AND SHINGLING.

Based on actual sales of Bar Iron, as per conference agreement.	Shingling Muck Iron and Re-hammered Iron, 2,240 pounds.	Shingling Char-coal Iron, 2,464 pounds.	Heating, also Shingling Slabs and Doubling 2,240 pounds.
1 c. Bar Iron.....	\$0 73 $\frac{4}{10}$	\$0 81	\$0 73 $\frac{4}{10}$
1 1-10c. "	75	82 $\frac{8}{10}$	75
1 2 10c. "	76 $\frac{6}{10}$	84 $\frac{6}{10}$	76 $\frac{6}{10}$
1 3-10c. "	78 $\frac{2}{10}$	86 $\frac{3}{10}$	78 $\frac{2}{10}$
1 4-10c. "	79 $\frac{8}{10}$	88 $\frac{1}{10}$	79 $\frac{8}{10}$
1 5-10c. "	81	89 $\frac{5}{10}$	81
1 6-10c. "	83 $\frac{2}{10}$	91 $\frac{5}{10}$	83 $\frac{2}{10}$
1 7-10c. "	84 $\frac{8}{10}$	93 $\frac{3}{10}$	84 $\frac{8}{10}$
1 8-10c. "	86 $\frac{4}{10}$	95 $\frac{1}{10}$	86 $\frac{4}{10}$
1 9-10c. "	88	96 $\frac{9}{10}$	88
2 c. "	89 $\frac{5}{10}$	98 $\frac{7}{10}$	89 $\frac{5}{10}$

1. That all finished steel one-third above the scale price for shingling be paid.

*Time limit
p. 3*

BAR AND 12-INCH MILLS.

Based on actual sales of Bar Iron, as per conference agreement.		Bar Rolling and Heating 2,240 per ton
1	c. Bar Iron.....	\$0 61 $\frac{7}{10}$
1	1-10c. ".....	63
1	2-10c. ".....	64 $\frac{4}{10}$
1	3-10c. ".....	65 $\frac{7}{10}$
1	4-10c. ".....	67
1	5-10c. ".....	68 $\frac{5}{10}$
1	6-10c. ".....	70
1	7-10c. ".....	71 $\frac{4}{10}$
1	8-10c. ".....	72 $\frac{7}{10}$
1	9-10c. ".....	74 $\frac{1}{10}$
2	c. ".....	75 $\frac{5}{10}$

1. All sizes below one and one-half by one-half ($1\frac{1}{2} \times \frac{1}{2}$) inch flats, one (1) inch rounds and seven-eighths ($\frac{7}{8}$) squares when worked on a Bar and 12-Inch mills to be paid for at Guide mill prices. One inch rounds when worked by hand on a Bar and 12-Inch mill shall be paid for at Guide mill prices.

2. Catching on a Bar mill shall be five-eighths ($\frac{5}{8}$) of the price paid for Rolling on a Bar mill.

3. Roughing down on Bar and 12-Inch mill shall be paid not less than eighteen and four-tenths ($18\frac{4}{10}$) cents per ton with two cents extra per ton where Rougher has charge of guides and fixings, to be deducted from the Roller's wages and paid by the company, and Roughing up shall be paid not less than fifteen and five-tenths ($15\frac{5}{10}$) cents per ton, to be deducted from the Catcher's wages and paid by the company, and Roughing shall advance and decline in accordance with basis above established.

4. Heating Nail Plate and Sheet and Tin Bar to be same price as Bar mill heating.

5. Heaters on Twelve-Inch mill to be paid by the Company.

6. On all Bar mills working Bar or Skelp Iron one man's help shall be furnished by the firm on piles of one hundred and fifty (150) pounds, and over, and an additional man for two hundred and fifty (250) pounds, to shove under at the rolls, on all passes. This shall not apply to mills now giving extra help.

7. Five (5) per cent. less than above prices for Rolling and Heating Steel, except "hand" rounds. But this to apply only to rollers' and catchers' wages after roughing price has been deducted, except on straight two-high Bar mills.

8. When crop ends run to excessive lengths, an effort shall be made by the management to correct the abuse, but when said excessive crop ends are sold as finished material at any later period, full scale prices shall be paid. All fag-gots or scrap piles shall be piled on scales, and an effort be made during the year to arrive at an equitable percentage.

9. For all steel flats worked on two high finishing rolls the price paid shall be the same as iron on Bar mills.

10. Where improved machinery, such as straightening machines, are installed to do away with men that were acting as straighteners, the company shall furnish equal amount of help when changing rolls.

11. That the wages of all men working on Bar and 12-inch Mills, not mentioned in the above scale, to advance and decline in proportion to Bar and Twelve-Inch Scale. This applies to heaters, helpers, firemen, run downs, hook-ups, straighteners, stranners and drag-outs.

12. Company shall pay not less than one-half the fireman's wages on coal heating furnaces, excepting where present practice requires full payment.

13. That night turn roller shall receive not less than one-half the straight price for rolling.

14. That where a mixed heat of iron and steel is worked and the majority of the heat is iron, then the whole heat shall be paid for at iron prices.

15. That two (2) hours shall be the limited time for holding heats in heating furnace after hot, where it is no fault of Heater, but if at the request of manager the heat shall be held longer, ten (10) per cent. shall be paid to the crew for the heat.

Time limit
p. 3

**PRICES FOR MILLS MAKING A SPECIALTY
OF WORKING PIPE OR SKELP
FROM IRON OR STEEL.**

BAR AND 12-INCH MILLS.

Bar and Twelve-inch mills, when working pipe or skelp,
at one (1) cent rate:

	Per Ton.
Rolling	55 $\frac{5}{10}$ c.
Heating	61 $\frac{7}{10}$ c.

Catching shall be five-eighths of the price paid for Rolling
and shall be paid by the Company.

Roughing up and Roughing down shall be 10 per cent. less
than bar mill roughing.

One man's help shall be furnished by the Company on
piles of 150 lbs., and an additional man on piles of 250 lbs. to
shove under at the rolls on all passes.

Prices to advance and decline in the same ratio as Bar
mill scales.

PLATE AND TANK MILLS.

Plate and Tank mills, when working Pipe Iron or Steel at
one (1) cent rate, the price shall be as follows, and shall
advance and decline in the same ratio as Plate mill scale.

	Per Ton.
Rolling	58 $\frac{3}{10}$
Heating	70 $\frac{6}{10}$

1. It is understood that none of the above prices will be
used as a criterion to reduce the prices paid for working
other material.

True bill for 3

GUIDE, 10-INCH, HOOP & COTTON TIE MILLS.

It is agreed that the base price at a one (1) cent card rate based on actual sales of bar iron, as per conference agreement, with extras shall be the straight one dollar and twenty-one cents (\$1.21) per ton for Rolling, sixty-one and seven-tenth ($61\frac{7}{10}$) cents for Heating, thirty-two and three-fourths ($32\frac{3}{4}$) cents per ton each for Roughing, and Catching on Guide, Ten-inch, Hoop and Cotton Tie Mills with two (2) per cent. additional for each one-tenth ($\frac{1}{10}$) advance or decline on said card from one (1) to two (2) cent card rate.

The Rollers, Heaters, Roughers and Catchers shall, each, be paid by the company. It is understood, however, that this arrangement shall in no way detract from the authority of the Roller in controlling all hands on mill including hiring and discharging, and as heretofore, the Roller shall be held responsible for the work done.

Bar mill heating price to govern base sizes alone.

SIZES.		Total.	Ro ler.	Heater.	Rougher & Catcher, each.
$\frac{3}{16}$	Rounds and Squares.	\$8 08	\$3 95	\$1 97 $\frac{1}{2}$	\$1 07 $\frac{3}{4}$
$\frac{7}{16}$		6 50	3 18	1 59	86 $\frac{1}{2}$
$\frac{1}{2}$		5 02	2 46	1 23	66 $\frac{1}{2}$
$\frac{9}{16}$		4 38	2 14	1 07	58 $\frac{1}{2}$
$\frac{5}{8}$		3 75	1 83	91 $\frac{1}{2}$	50 $\frac{1}{2}$
$\frac{1}{8}$ and $\frac{7}{16}$		2 98	1 46	73	39 $\frac{1}{2}$
$\frac{1}{8}$ and $\frac{9}{16}$		2 86	1 39	69 $\frac{1}{2}$	38 $\frac{1}{2}$
$\frac{1}{8}$ and up		2 72	1 33	66 $\frac{1}{2}$	36 $\frac{1}{2}$
$\frac{1}{8}$ and $\frac{9}{16} \times \frac{3}{16}$		2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
$\frac{1}{8}$ and $\frac{7}{16}$	Oval.	5 02	2 46	1 23	66 $\frac{1}{2}$
$\frac{1}{8}$ and $\frac{9}{16}$		4 51	2 20	1 10	60 $\frac{1}{2}$
$\frac{1}{8}$ and $\frac{7}{16}$		3 50	1 71	85 $\frac{1}{2}$	46 $\frac{3}{4}$
$\frac{1}{8}$ and $\frac{9}{16}$		7 23	3 54	1 77	96
$\frac{1}{8}$ and up		2 98	1 46	73	39 $\frac{1}{2}$
$\frac{1}{8}$ and up	Half Oval.	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
$\frac{1}{8}$ and up		7 58	3 71	1 85 $\frac{1}{2}$	1 00 $\frac{3}{4}$
$\frac{1}{8}$ and up		4 51	2 20	1 10	60 $\frac{1}{2}$
$\frac{1}{8}$ and up		3 50	1 71	85 $\frac{1}{2}$	46 $\frac{3}{4}$
$\frac{1}{8}$ and up		2 98	1 46	73	39 $\frac{1}{2}$
$\frac{1}{8}$ and up	Half Round.	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
$\frac{1}{8}$ and up		8 09	3 96	1 98	1 07 $\frac{1}{2}$
$\frac{1}{8}$ and up		7 58	3 71	1 85 $\frac{1}{2}$	1 00 $\frac{3}{4}$
$\frac{1}{8}$ and up		3 50	1 71	85 $\frac{1}{2}$	46 $\frac{3}{4}$
$\frac{1}{8}$ and up		2 98	1 46	73	39 $\frac{1}{2}$

NUT IRON.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
$\frac{5}{8}$ x $\frac{1}{4}$	\$5 02	\$2 46	\$1 23	\$0 66 $\frac{1}{2}$
$\frac{3}{4}$ x $\frac{1}{4}$	5 02	2 46	1 23	66 $\frac{1}{2}$
$\frac{2}{3}$ x $\frac{1}{8}$ and $\frac{1}{16}$	10 64	5 21	2 60 $\frac{1}{2}$	1 41 $\frac{1}{4}$
$\frac{3}{8}$ x $\frac{1}{8}$ and $\frac{1}{16}$	10 64	5 21	2 60 $\frac{1}{2}$	1 41 $\frac{1}{4}$
$\frac{2}{3}$ x $\frac{9}{64}$	8 52	4 17	2 08 $\frac{1}{2}$	1 13 $\frac{1}{4}$
$\frac{3}{8}$ x $\frac{1}{4}$ to $\frac{3}{16}$	4 51	2 20	1 10	60 $\frac{1}{2}$
$\frac{7}{16}$ x $\frac{1}{4}$	4 51	2 20	1 10	60 $\frac{1}{2}$
$\frac{8}{16}$ x $\frac{1}{4}$	3 88	1 90	95	51 $\frac{1}{2}$
$\frac{1}{2}$ x $\frac{1}{4}$	4 00	1 96	98	53
$\frac{1}{2}$ x $\frac{1}{4}$	3 88	1 90	95	51 $\frac{1}{2}$
$\frac{1}{2}$ x $\frac{1}{4}$	3 75	1 83	91 $\frac{1}{2}$	50 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{1}{4}$	3 60	1 76	88	48
$\frac{5}{8}$ x $\frac{5}{16}$	3 23	1 59	79 $\frac{1}{2}$	42 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{5}{16}$	3 23	1 59	79 $\frac{1}{2}$	42 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{3}{8}$	2 85	1 39	69 $\frac{1}{2}$	38 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{3}{16}$	3 36	1 64	82	45
$\frac{1}{2}$ x $\frac{3}{16}$	3 12	1 52	76	42
$\frac{1}{2}$ x $\frac{3}{8}$ to $\frac{3}{16}$	2 98	1 46	73	39 $\frac{1}{2}$
$\frac{1}{2}$ x $\frac{3}{16}$	2 85	1 39	69 $\frac{1}{2}$	38 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{3}{16}$	2 85	1 39	69 $\frac{1}{2}$	38 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{3}{16}$ to $\frac{3}{4}$	2 72	1 33	66 $\frac{1}{2}$	36 $\frac{1}{4}$
$\frac{1}{2}$ x $\frac{3}{16}$	2 59	1 27	63 $\frac{1}{2}$	34 $\frac{1}{4}$
$\frac{1}{2}$ to $\frac{3}{8}$ x $\frac{3}{16}$ to $\frac{3}{8}$ } on 3 high	3 50	1 71	85 $\frac{1}{2}$	46 $\frac{3}{4}$
$\frac{1}{2}$ x $\frac{1}{4}$ } grooved	3 50	1 71	85 $\frac{1}{2}$	46 $\frac{3}{4}$
$\frac{1}{2}$ x $\frac{3}{16}$ and up } rolls	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$

HAME IRON.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
$\frac{5}{8}$ x No. 10 and lighter.....	\$8 08	\$3 95	\$1 97 $\frac{1}{2}$	\$1 07 $\frac{3}{4}$
$\frac{3}{4}$ x No. 10 and lighter.....	6 56	3 21	1 60 $\frac{1}{2}$	87 $\frac{1}{4}$
$\frac{7}{8}$ x No. 10 and lighter.....	5 02	2 46	1 23	66 $\frac{1}{2}$
Bands rolled specially for bund- ling.....	5 02	2 46	1 23	66 $\frac{1}{2}$

"T" IRON.

SIZES.	Total.	Roller.	Heav.	Rougher & Catcher, each.
1½ and upwards.....	\$2 72	\$1 33	\$0 66½	\$0 36½
1¼.....	3 50	1 71	85½	46¾
1⅓.....	4 00	1 96	98	53
1 inch.....	4 51	2 20	1 10	60½
7⁄8.....	5 79	2 83	1 41½	77¼
1 x ¾.....	5 79	2 83	1 41½	77¼
1½ x ⅓ Y Steel.....	3 50	1 71	85½	46¾

1. "Y" Steel ten per cent. extra for cut lengths.
2. That any Tees of unequal size should be classed thus, 1x¾ shall be classed as 7⁄8 Tees.
3. All Teas No. 11 and lighter be paid for at ten (10) per cent. above scale prices.

ANGLES.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
1½ and upwards.....	\$2 48 ² / ₁₀	\$1 21	\$0 61 ⁷ / ₁₀	\$0 32¾
1½ x ⅓, two-high Rolls.....	2 56	1 25	62½	34½
1⅓ x ⅓.....	3 12	1 52	76	42
1 x ⅓.....	3 50	1 71	85½	46¾
7⁄8 x ⅓.....	4 00	1 96	98	53
¾ x ⅓.....	5 02	2 46	1 23	66½
5⁄8 x ⅓.....	5 79	2 83	1 41½	77¼
½ x ⅓ Angles.....	7 15	3 50	1 75	95

1. All Angles under one-eighth (⅛) in thickness ten (10) per cent. advance on above prices.
2. All Angles of unequal sides shall be divided; for instance, 1½ x 1 inch shall be classed with 1½ Angle.

CLIP AND WAGON STRAP.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
5⁄8.....	\$2 72	\$1 33	\$0 66½	\$0 36½
9⁄16.....	2 98	1 46	73	39½
1½.....	3 23	1 59	79½	42½
7⁄8.....	3 50	1 71	85½	46¾
3⁄8.....	5 02	2 46	1 23	66½
5⁄8.....	6 03	2 95	1 47½	80½
1½.....	7 57	3 70	1 85	1 01

CHANNEL IRON.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
$1\frac{3}{4} \times \frac{1}{2}$ to $\frac{5}{8} \times \frac{3}{16}$ and heavier....	\$2 48 $\frac{2}{10}$	\$1 21	\$0 61 $\frac{7}{10}$	\$0 32 $\frac{3}{4}$
$1\frac{1}{2} \times \frac{1}{2}$ to $\frac{5}{8} \times \frac{1}{8}$	2 85	1 40	70	37 $\frac{1}{2}$
$1\frac{1}{8}$ to $1\frac{1}{16} \times \frac{1}{2}$ to $\frac{5}{8} \times \frac{3}{16}$ and heavier	2 85	1 40	70	37 $\frac{1}{2}$
$1\frac{1}{8}$ to $1\frac{1}{16} \times \frac{1}{2}$ to $\frac{5}{8} \times \frac{1}{8}$	3 18	1 56	78	42
$1 \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{3}{16}$ and heavier....	2 98	1 46	73	39 $\frac{1}{2}$
$1 \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{1}{8}$	3 60	1 76	88	48
$1 \times \frac{5}{16}$ to $\frac{1}{2} \times$ No. 13 and lighter	4 52	2 21	1 10 $\frac{1}{2}$	60 $\frac{1}{2}$
$\frac{7}{8} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{5}{32}$ and heavier.....	2 98	1 46	73	39 $\frac{1}{2}$
$\frac{7}{8} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{1}{8}$	4 02	1 97	98 $\frac{1}{2}$	53 $\frac{1}{2}$
$\frac{7}{8} \times \frac{5}{16}$ to $\frac{1}{2} \times$ No. 13 and lighter	5 02	2 46	1 23	66 $\frac{1}{2}$
$\frac{3}{4} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{5}{32}$ and heavier. ...	3 94	1 93	96 $\frac{1}{2}$	52 $\frac{1}{2}$
$\frac{3}{4} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{1}{8}$	5 25	2 57	1 28 $\frac{1}{2}$	69 $\frac{3}{4}$
$\frac{3}{4} \times \frac{5}{16}$ to $\frac{1}{2} \times$ No. 13 and lighter	6 56	3 21	1 60 $\frac{1}{2}$	87 $\frac{1}{4}$
$\frac{3}{8} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{1}{8}$	6 06	2 96	1 48	81
$\frac{3}{8} \times \frac{5}{16}$ to $\frac{1}{2} \times$ No. 13 and lighter	8 08	3 95	1 97 $\frac{1}{2}$	1 07 $\frac{3}{4}$
$\frac{9}{16} \times \frac{5}{16}$ to $\frac{1}{2} \times \frac{1}{8}$	6 84	3 35	1 67 $\frac{1}{2}$	90 $\frac{3}{4}$
$\frac{9}{16} \times \frac{5}{16}$ to $\frac{1}{2} \times$ No. 13 and lighter	9 10	4 45	2 22 $\frac{1}{2}$	1 21 $\frac{1}{2}$
$\frac{1}{2} \times \frac{1}{2}$ to $\frac{1}{2} \times \frac{1}{8}$	7 99	3 91	1 95 $\frac{1}{2}$	1 06 $\frac{1}{2}$
$\frac{1}{2} \times \frac{1}{2}$ to $\frac{1}{2} \times$ No. 13 and lighter.	10 64	5 21	2 60 $\frac{1}{2}$	1 41 $\frac{1}{2}$

Heavier and lighter means thickness in web.

TEN-INCH MILL.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
$\frac{1}{2}$ and $\frac{9}{16}$ rounds and squares..	\$2 72	\$1 33	\$0 66 $\frac{1}{2}$	\$0 36 $\frac{1}{2}$
$\frac{5}{8}$ and upwards, rounds and squares.....	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
ovals.....	2 98	1 46	73	39 $\frac{1}{2}$
ovals and upwards.....	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
$\frac{1}{2} \times \frac{5}{8}$ to $\frac{3}{16}$	2 98	1 46	73	39 $\frac{1}{2}$
$\frac{1}{2} \times \frac{3}{4}$ to $\frac{3}{16}$	2 72	1 33	66 $\frac{1}{2}$	36 $\frac{1}{2}$
1 inch and upwards.....	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
$1\frac{1}{2}$ and upwards hoop by $\frac{1}{8}$	2 85	1 39	69 $\frac{1}{2}$	38 $\frac{1}{2}$
$2\frac{1}{4}$ and upwards to No. 15.....	2 48 $\frac{2}{10}$	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$
Lighter than No. 15.....	2 85	1 39	69 $\frac{1}{2}$	38 $\frac{1}{2}$
Bands rolled specially for bundling	5 02	2 46	1 23	66 $\frac{1}{2}$
Billets.....	2 47	1 21	61 $\frac{7}{10}$	32 $\frac{3}{4}$

Billets nine-sixteenth ($\frac{9}{16}$) and lighter shall be paid for at Guide mill prices and no percentage off.

HOOP AND COTTON TIE MILLS.

SIZES.	Total.	Roller.	Heater.	Rougher & Catcher, each.
2½ and upwards to No. 15.....	\$2 48 ² / ₁₀	\$1 21	\$0 61 ⁷ / ₁₀	\$0 32½
Lighter than No. 15.....	2 86	1 40	70	38
1½ Milk Can Hoops.....	3 50	1 71	85½	46¾
1½ and 2 x No. 10 and lighter	2 86	1 40	70	38
1½ and 1½ x No. 10 and lighter	2 98	1 46	73	39½
1½ Ratchet Iron.....	3 23	1 59	79½	42½
1½ and 1½ No. 10 and lighter.	3 50	1 71	85½	46¾
1 x No. 10, 11 and 12.....	3 60	1 76	88	48
1 x No. 13 and lighter.....	4 52	2 21	1 10½	60½
7/8 x 10, 11 and 12.....	4 02	1 96	98	54
7/8 x No. 13 and lighter	5 02	2 46	1 23	66½
1 1/8 x No. 10, 11 and 12.....	4 64	2 27	1 13½	61½
1 1/8 x No. 13 and lighter.....	5 79	2 83	1 41½	77½
1 1/8 x No. 10, 11 and 12.....	5 25	2 57	1 28½	69¾
1 1/8 x No. 13 and lighter.....	6 56	3 21	1 60½	87½
1 1/8 x No. 10, 11 and 12.....	5 49	2 68	1 34	73½
1 1/8 x No. 13 and lighter.....	7 35	3 58	1 79	99
1 1/8 x No. 10, 11 and 12.....	6 06	2 96	1 48	81
1 1/8 x No. 13 and lighter.	8 08	3 95	1 97½	1 07¾
1 1/8 x No. 10, 11 and 12	6 84	3 34	1 67	91½
1 1/8 x No. 13 and lighter.....	9 11	4 46	2 23	1 21
1 1/8 x No. 10, 11 and 12.....	8 00	3 91	1 95½	1 06¾
1 1/8 x No. 13 and lighter.....	10 65	5 21	2 60½	1 41½
1 1/8 x No. 13 to 16.....	10 65	5 21	2 60½	1 41½
1 1/8, lighter than 1 1/8.....	15 34	7 50	3 75	2 04½
Clips.....	2 98	1 46	73	39½
Slats	3 50	1 71	85½	46¾
Finger.....	2 98	1 46	73	39½
Cotton tie.....	3 50	1 71	85½	46¾

1. All sizes No. 24 and lighter, twenty-five (25) per cent. advance upon above prices.

2. On hoops ¾ inches and wider, and No. 20 and heavier ten (10) per cent. off Roller's column and five (5) per cent off Heater's column off prices in above list; this to apply only to mills making a speciality of Hoop and Cotton Tie.

HALF OVAL.

All half ovals below regular gauge, one-fourth ($\frac{1}{4}$) the thickness of its width, shall be paid for as follows, the same to advance and decline as per regular scale:

SIZE.	Total.	Roller.	Heater.	Rougher and Catcher, each.
$\frac{3}{8}$	\$9 36	\$4 58	\$2 29	\$124 $\frac{1}{2}$
$\frac{1}{2}$	8 94	4 37	2 18 $\frac{1}{2}$	1 19 $\frac{1}{4}$
$\frac{5}{8}$	7 25	3 54	1 77	97
$\frac{3}{4}$	5 02	2 46	1 23	66 $\frac{1}{2}$
$\frac{7}{8}$	4 26	2 08	1 04	57

NOTES.

1. On mills working Steel exclusively two and one half ($2\frac{1}{2}$) per cent. less than above prices for Roughing and Catching each.

2. The price for Rolling Cotton Ties out of Muck Billets and $1\frac{1}{4}$ inch and lighter Steel Billets, shall be one dollar and fifty cents (\$1.50) per ton, Heating seventy-five (75) cents per ton, Roughing and Catching, each, forty (40) cents per ton.

3. All sizes made from a regular two (2) inch and lighter re-worked Billet made from all muck iron, and on all products, except Cotton Ties made from a one and three-fourths ($1\frac{3}{4}$) and lighter soft steel billet twenty-one (21) cents per ton for Rolling, ten and one-half ($10\frac{1}{2}$) cents for Heating, five and one quarter ($5\frac{1}{4}$) cents per ton each for Roughing and Catching, less than the above prices.

4. For cut hoops, No. 10 and lighter, the following extras shall be paid: Rolling, thirteen (13) cents; Heating, six (6) cents; Roughing and Catching, each, three (3) cents per ton.

5. Any smaller sizes not enumerated in the Ten-Inch Scale, shall be paid the same as Guide mill prices.

6. The prices paid for making odd sizes not enumerated in the scale shall be the mean between the next higher and lower prices.

7. Where Ten-inch, Guide, Hoop and Cotton Tie Mills average \$32.00 to \$46.00 per turn, such mills shall constitute a two-man job on roughing rolls with an extra man for June, July and August, and when mills average over \$46.00 to \$67.00 it shall constitute a three-man job with an extra man for June, July and August, over \$67.00 it shall constitute a four-man job with an extra man for June, July and August. The following shall be the method of determining what Roller shall pay for extra Rougher: One-sixth ($\frac{1}{6}$) the wages of Rougher and Roughers-Up wages on two man job, and on three-man job, or more, one-seventh ($\frac{1}{7}$). Roller to pay no part when the extra man is not put on.

8. The night-turn Roller shall receive two-fifths ($\frac{2}{5}$) of the Roller's wages on said night-turn.

9. When 4x4 Billets weighing less than 60 pounds is worked, a Hook-Up shall be paid on Roughing Rolls by Roller.

10. The price for working Cotton Ties from hard steel shall be the straight three dollars and fifty-four (\$3.54) cents per ton, but no percentage shall be taken off until a mill averages thirty-seven dollars and fifty cents (\$37.50) in any pay, and then five per cent. to be deducted on all over \$37.50.

11. The price for $\frac{3}{4}$ by No. 21 Cotton Tie shall be straight Rolling, two dollars and nineteen (\$2.19) cents per ton; Heating, one dollar nine and one-half (\$1.09 $\frac{1}{2}$) cents per ton; Roughing and Catching, fifty-nine (59) cents each per ton.

12. On Belgian mills, the extra man required between the roughing and finishing rolls, shall be paid by the company.

13. Wages of all Guide mill hands not provided for in scale, shall rise or decline with roller's wages.

14. When working non-uniform billets, such as cuttings, cobbles, scrap yard billets, twenty-one (21) cents for Rolling, ten and one-half (10 $\frac{1}{2}$) cents for Heating and five and one-quarter (5 $\frac{1}{4}$) cents for Roughing and Catching each shall be added to the straight price per ton for working piles. This only to apply when average output is reduced one-sixth or more.

15. That the price for $\frac{3}{4}$, No. 18 Star iron be as follows: roller, three dollars and fifty-three cents (\$3.53); heater, one dollar seventy-six and one-half cents (\$1.76 $\frac{1}{2}$); rougher and catcher each ninety-six (96) cents.

16. Company shall pay not less than one-half the fireman's wages on coal heating furnaces excepting where present practice requires full payment.

17. That where the loss to crew, through working inferior material (such as too much hard or high carbon steel mixed in piles) exceeds one-sixth ($\frac{1}{6}$), the same shall be paid by the company.

18. That two (2) hours shall be the limited time for holding heats in heating furnaces after hot, where it is no fault of the Heater, but if at the request of manager the heat shall be held longer, ten (10) per cent. extra shall be paid to the crew for the heat.

19. That the tread or base measurement of cushion and channel tire be the size at which the same shall be paid for according to Channel Iron Scale.

SHEET MILL.

WESTERN SCALE OF PRICES.

It is agreed that when the actual average selling price of Nos. 26, 27 and 28 gauge plain sheet steel f. o. b. mill is 3 cents per lb. the wages for Rolling on a Sheet and Jobbing mill shall be as follows, with 2 per cent. additional for each one-tenth advance above said 3 cents selling price, and 2 per cent. decline for each deduction of one-tenth to said 3 cents selling price:

GAUGES.	Price for Rolling Iron, per ton, 2,240 lbs.	Price for Rolling Steel, per ton, 2,240 lbs.
No. 8 and heavier.....	\$ 3 60	
Nos. 9 to 11.....	4 00	
" 12 to 14.....	4 80	
" 15 to 17.....	5 55	
" 18 to 21.....	6 75	
" 22 to 24.....	8 00	\$ 8 80
" 25 to 26	9 20	10 12
No. 27.....	10 00	11 00
" 28.....	10 65	11 71
" 29.....	11 15	12 30
" 30.....	12 00	13 20
" 31.....	15 60	17 10
" 32.....	18 90	20 80

GAUGES.	Price for Rolling on a 3 cent card, per ton, 2,240 lbs.
No. 8 and heavier	\$3 00
" 9 " 10.....	3 50
" 11	4 00

This to apply only to Jobbing Mills rolling No. 18 and heavier over 48 inches in width.

Balance of scale to remain as at present.

UNITED STATES STANDARD WEIGHT OF GAUGES FOR IRON AND STEEL PLATES AND SHEETS.

Number of gauge	Weight per square foot in pounds avoirdupois	Weight per square foot in ounces avoirdupois	Approximate thickness in fractions of an inch	Approximate thickness in decimal parts of an inch
0000000	20.00	320	1-2	.5
000000	18.75	300	15-32	.46875
00000	17.50	280	7-16	.4375
0000	16.25	260	13-32	.40625
000	15.	240	3-8	.375
00	13.75	220	11-32	.34375
0	12.50	200	5-16	.3125
1	11.25	180	9-32	.28125
2	10.625	170	17-64	.265625
3	10.	160	1-4	.25
4	9.375	150	15-64	.234375
5	8.75	140	7-32	.21875
6	8.125	130	13-64	.203125
7	7.5	120	3-16	.1875
8	6.875	110	11-64	.171875
9	6.25	100	5-32	.15625
10	5.625	90	9-64	.140625
11	5.	80	1-8	.125
12	4.375	70	7-64	.109375
13	3.75	60	3-32	.09375
14	3.125	50	5-64	.078125
15	2.8125	45	9-128	.0703125
16	2.5	40	1-16	.0625
17	2.25	36	9-160	.05625
18	2.	32	1-20	.05
19	1.75	28	7-160	.04375
20	1.50	24	3-80	.0375
21	1.375	22	11-320	.034375
22	1.25	20	1-32	.03125
23	1.125	18	9-320	.028125
24	1.	16	1-40	.025
25	.875	14	7-320	.021875
26	.75	12	3-160	.01875
27	.6875	11	11-640	.0171875
28	.625	10	1-64	.015625
29	.5625	9	9-640	.0140625
30	.5	8	1-80	.0125
31	.4375	7	7-640	.0109375
32	.40625	6½	13-1280	.01015625
33	.375	6	3-320	.009375
34	.34375	5½	11-1280	.00859375
35	.3125	5	5-640	.0078125
36	.28125	4½	9-1280	.00703125
37	.265625	4¼	17-2560	.006640625
38	.25	4	1-160	.00625

That in the practical use and application of the standard gauge hereby established, a variation of two and one-half (2½) per cent either way may be allowed.

Addition by agreement between the Tin Plate Manufacturers and A. A. of I. S. and T. W.:

39	.234375	3¾	3-512	.005859375
40	.21875	3½	7-1280	.00546875
41	.2109375	3⅓	27-5120	.0052734375
42	.203125	3⅔	13-2560	.005078125
43	.1953125	3¼	5-1024	.004875
44	.1875	3	3-640	.0046875

1. When sheets are rolled lighter than the gauge they represent, the mean between that and the next lighter gauge to be taken for the Rolling price.

2. All sheets, No. 18 and lighter, over thirty-six (36) inches wide, and No. 22 and lighter, over thirty-two (32) inches wide, ten (10) per cent. extra on above prices.

3. No. 18 and lighter, over thirty-two (32) inches wide, worked from slabs, ten (10) per cent. extra when run over and annealed in open furnace, and for all bars and crop ends from plates to be worked into sixteen (16) gauge and lighter that are not cut to proper lengths and have to be spread on mills when worked, seven (7) per cent. extra.

4. All sheet iron or sheet steel shall be weighed by the Company after being sheared and opened, and the Company shall furnish the complete weight of each turn to the Roller, or put the same in a convenient place in the mill within a reasonable time after being made.

5. Twenty (20) per cent. added for changed iron and steel.

6. For Pickle Finish, or Pickled in the Rough, either Iron or Steel, worked on Sheet Mills, seventeen (17) per cent. extra shall be paid for the same, except Shearman, up to and including twenty-two (22) gauge, and twenty-five (25) per cent. for lighter gauges.

7. All iron or steel rolled on Sheet or Jobbing mills, sheared to patterns of irregular shapes, or circles, shall be paid for at the weight of the square sheet. This clause shall not apply to Boiler and Tank heads, or any plates or sheets where the waste does not exceed ten (10) per cent. above square sheets; but, where the waste does exceed ten (10) per cent. above square sheets the Company agrees to pay twenty (20) per cent. extra above scale prices.

8. Sheet and Jobbing Mills working three (3) turns, the Shearing shall be divided between two (2) Shearmen on Jaw, Crocodile or Rotary shears, and no Shearman be allowed to shear for more than two (2) turns on Jaw or Crocodile shears, the maximum not to exceed three (3) turns on squaring shears.

9. That Shearman on Jaw, Crocodile or Rotary shears receive one-fifth of the above prices, the same to be paid by the Roller. That on Sheet Mills using modern squaring shears, the price for Shearing shall be one-seventh. (The difference between one-seventh and one-fifth to be retained by the Company.) Shearing to mean squaring the pack. One-sixth ($\frac{1}{6}$) for all extra cuts up to 4 cuts; one-fifth ($\frac{1}{5}$) for over 4 cuts to 8 cuts, and one-fourth ($\frac{1}{4}$) of a cent for each cut over 8 cuts, besides the fifths. Roller to pay Shearman.

10. That the Rollers on Sheet and Jobbing Mills shall not be permitted to hold more than one turn.

11. Sheet mills working three (3) turns that make Tin and Black plate shall be permitted to work three (3) turns of eight (8) hours each, of nine (9) heats each turn.

12. Roll hands on Sheet and Jobbing mills shall be paid one day's work at laborer's wages for changing rolls.

13. Heater to receive one-fourth of the above prices from Roller, and three cents per bundle extra, to be paid by the Company, for all iron, No. 20 and lighter, annealed in an open furnace; Shearman, one-fifth on Jaw, Crocodile or Rotary shears; Roller to pay Shearman, Rougher and Catcher. This clause not to apply to mills using improved shears as provided for in clause 9.

14. That Plates be designated as ending at No. eight (8) gauge and Firebed commence at No. nine (9) gauge and end at No. nineteen (19) gauge and Sheets to commence at No. twenty (20) gauge.

15. That all mills working Plates and Firebed to No. nineteen (19) gauge shall be termed Jobbing Mills.

16. That all mills working Sheet Iron or Steel when on Fire-bed shall work under the same rules and rates as Jobbing Mills.

17. That neither the above 15th or 16th clauses shall interfere with clause nine (9) of Sheet Mill Hands' Scale.

18. That the Roller pays extra for working the Spanner on chill rolls.

19. Where improved squaring shears are used, the company shall pay for the grinding of the knives; this to apply to squaring shears only.

20. All defective sheets made on Sheet and Jobbing mills that will trim 72 inches long by 24 inches wide, and larger sizes, shall be paid

for; and it is also understood, that all sheets cut down to smaller sizes for sale, be paid for.

21. That extra Shearman on squaring shears must take his turn changing and setting the knives.

22. Rollers and crew on Sheet and Jobbing mills working three turns shall change around from first to second, and from second to third turn; each Roller draw his money from the office and pay his crew.

23. All iron rolled on Sheet and Tin mills required to be sheared, shall be pulled up to the Shearman's standing by the company, ready, for shearing.

SHEET MILL HANDS' SCALE.

It is agreed that when the actual average selling price of Nos, 26, 27 and 28 gauges plain sheet steel f. o. b. mill is 3c. per lb., the wages for hands on a Sheet and Jobbing mill shall be as follows, with 2 per cent. additional for each one-tenth advance above said 3 cents selling price, and 2 per cent. decline for each deduction of one-tenth to said 3 cents selling price.

SINGLE MILL.

Pair Heating, per day.....	\$2 58
Matching, "	2 30

LARGE DOUBLE MILL.

Pair Heating, per day.....	\$2 30
Doubling, "	2 01
Matching, "	2 12

LARGE JOBBING MILLS.

When working over 50-inch rolls.

Pair Heater, per day.....	\$2 58
Matcher, "	2 30
Matcher, "	2 30
Second Catcher, "	2 30

SMALL DOUBLE MILL.

Pair Heating, per day.....	\$2 12
Matching, "	1 84
Doubling, "	1 72

CLASSIFICATION OF WORK.

GAUGES.	NUMBER OF PAIRS PER TURN.			
	Doubling Mills.	Single Mills.	Doubled in Pairs.	Doubled in Threes.
Nos. 14 to 19.....		105		
No. 20	84	180		
" 21	84	180		
" 22	84	180	{ 90 pairs of 96 in. long or shorter lengths, and all hands to be paid extra on more than 48 pairs per turn.	
" 23	84	180		
" 24	84	180		
" 25 and lighter.....	105	180		
			96	105

1. For all iron trimmed and annealed in an open furnace three cents per bundle extra to be paid to the Pair Heater, Matcher and Doubler, each.

2. This scale of wages is based on one hundred and eighty (180) pairs per turn, for Single Mills, and No. 25 gauge and lighter, doubled in pairs, 96 pairs per turn; doubled in threes, 105 pairs per turn. Single Iron, 14 to 19 gauge, inclusive, one hundred and five (105) pairs.

3. That the limit of output per turn on three-turn mills be nine (9) heats, and on two-turn mills, ten (10) heats.

4. Mills that do not double 20 to 24 gauge to work at the ratio of Single Iron mills, one hundred and eighty (180) pairs.

5. Doubling over Iron on a Single Mill to be made at the same ratio as on Doubling Mills.

6. All Finishers to be counted. Roll hands' responsibility ceases after being properly prepared for finishing.

7. Company shall furnish extra help necessary, not to exceed two (2) men on all sheets 36 inches wide and over, and on all bars of any widths weighing 55 pounds or over.

8. Roll hands on Sheet and Jobbing mills shall be paid one day's work at laborers' wages for changing rolls.

9. On Sheet and Jobbing mills working two turns of eight heats each, and on mills working three turns of eight hours each, the Day Hands' shall be paid a full turn's work in case of failure to make the eight heats in the time specified in memoranda of agreement on a two-turn mill, or a full turn on a three-turn mill.

10. All Sheet and Jobbing mills working sheets over thirty (30) inches wide shall be classed as large double mills. Mills working thirty (30) and under in width are classed as small mills, but mills classed as small mills that work over thirty (30) in width and not exceeding thirty-four (34) inches, the day hands to be paid large mill prices while employed on these widths, and when a part of a turn is ran over thirty (30) and does not exceed thirty-four (34) inches the whole turn is to be paid for at large mill prices. This is to apply to mills classed as small doubling mills at present, and large mill prices be maintained on fire-bed.

11. That any mill making sheets over twenty-eight (28) inches wide shall not be classed as averaging mills. Mills working narrow widths and short lengths to make the equivalent to fifteen (15) pairs of sheets per heat, containing fifteen and one-half ($15\frac{1}{2}$) superficial square feet each sheet, and where a mixed turn is worked to average up and down. This to be governed by clause 9 of Sheet Mill Hands' Scale.

12. Twelve pairs of 140 inches long up to 150 inches long of sheet iron, and ten pairs of 150 inches long and over, to be the equivalent of fifteen pairs of shorter lengths, and when working fire bed twelve pairs of 144 inches long or

ever shall be equivalent to fifteen pairs of shorter lengths. Single iron or iron worked in pairs to be at the same ratio. A single slab shall be the equivalent to one pair of single sheet iron, and a double slab to be equivalent to one pair of double sheet iron.

13. All mills designated as Averaging Mills shall be allowed to average Fire-bed up to and including 23 inches wide and 93 inches long. But large mill prices shall maintain on Fire-bed containing a greater number of square surface feet than the above. This to apply to Fire-bed worked from bars. And where a mixed turn is worked to average up and down.

14. The company shall furnish sweeper on all sheets requiring to be swept on finishing rolls.

15. It is agreed that no more than three changes in the classification of any Sheet or Jobbing mill can be made during the scale year.

16. That on all Jobbing mills where it is necessary for the Heater to have a helper when working Fire-bed from the slabs, he shall receive \$2.87½ for eight heats from Heater, or 120 pairs of double, or 208 single slabs. This to be governed by clause 9 of Sheet Mill Hands' Scale.

17. 25 guage and lighter, double double eighty-four (84) pairs, shall equal 105 pairs of double iron, and not to be averaged. This to apply only to sheets sixty (60) inches long and shorter lengths.

ROUGHING AND CATCHING ON SHEET AND JOBGING MILLS.

It is agreed that when the actual average selling price of Nos. 26, 27 and 28 gauges plain sheet steel f. o. b. mill is 3c. per lb., the wages for Roughing and Catching on a Sheet and Jobbing mill shall be as follows, with 2 per cent. additional for each one-tenth advance above said 3 cents selling price, and 2 per cent. decline for each deduction of one-tenth to said 2 cents selling price.

On large Sheet and Jobbing mills the wages for Roughing and Catching shall be \$2.99 per turn, each, of seven (7) heats, and when eight (8) heats are made the Rougner and Catcher shall each be paid \$3.45 per turn. But the price for Roughing and Catching on small Sheet mills shall be the regular \$2.58, each, per day of seven (7) heats.

CLASSIFICATION OF WORK.

GAUGES.	NUMBER OF PAIRS PER TURN.			
	Doubling Mills.	Single Mills.	Doubled in Pairs.	Doubled in Threes.
Nos. 14 to 19.....		105		
No. 20.....	84	180		
“ 21.....	84	180		
“ 22.....	84	180		
“ 23.....	84	180		
“ 24.....	84	180		
“ 25 and lighter.....	105	180	96	105

90 pairs of 96 in. long or shorter lengths, and all hands to be paid extra on more than 84 pairs per turn.

1. Mills that do not double 20 to 24 gauge to work at the ratio of Single Iron mills, one hundred and eighty (180) pairs.
2. Doubled over iron on a Single mill to be made at the same ratio as on Doubling mills.
3. Single mills to divide the work according to custom.
4. All Finishers to be counted.
5. Roughers running over iron to receive fifty (50) cents per turn additional for running over half the iron.
6. When working firebed out of single slabs less than one hundred and forty-four (144) inches in length, twenty-six (26) slabs shall constitute a heat or 182 single slabs per turn of 7 heats.
7. 25 gauge or lighter, double double 84 pairs, shall equal 105 pair of double iron, and not to be averaged. This to apply only to sheet 60 inches long and shorter lengths.

TIN PLATE SCALE.

When a box of 100 pounds coke tin plates is selling at \$4 20 the scale of prices as appears below shall be paid. On each ten cents increase in the price per box, 2 per cent. advance on the prices below shall be paid, and on each 10 cents per box decrease, a deduction of 2 per cent. shall be made to said base. But it is understood that the wage list below is the minimum for the year ending June 30, 1904.

GAUGE.	Roller.	Doub- ling.	Heat- ing.	Catcher	Shearing Tin Plate on Squar- ing Shears.	Screw Boy. Per ton.
					Per ton.	
Nos. 8 to 11	\$1 71	\$ 97	\$ 98	\$ 59	\$ 41	60
" 12 and 13	1 79	1 00	1 03	62		
" 14 and 15	2 07	1 16	1 23	71		
" 16 and 17	2 77	1 58	1 52	95		
" 18 to 20	3 10	1 77	1 70	1 06	50	73
" 21 to 24	3 72	2 19	2 02	1 17		
" 25 and 26	3 94	2 30	2 22	1 24		
" 27 and 28	3 99	2 43	2 40	1 25		
" 29 and 30	4 18	2 75	2 68	1 43	52	81
No. 31	4 28	2 91	2 86	1 45	53	82
" 32	4 47	3 06	3 01	1 52	55	84
" 33	4 76	3 22	3 10	1 61	59	86
" 34	5 29	3 44	3 39	1 78	61	89
" 35	5 54	3 62	3 60	1 88	63	93
" 36	5 91	3 72	3 74	2 00	66	93
" 37	5 99	3 76	3 79	2 02	68	93
" 38	6 05	3 84	3 85	2 05	70	93
" 39	6 38	4 22	4 14	2 16	72	93
" 40	6 72	4 77	4 83	2 27	75	93
" 41	6 90	5 01	5 06	2 32	76	93
" 42	7 08	5 23	5 29	2 38	77	93
" 43	7 25	5 46	5 52	2 44	78	93
" 44	7 43	5 69	5 75	2 50	79	93

- Twenty (20) per cent. added for changed iron and steel.
- Seventeen (17) per cent. added for Pickle-finished iron and steel except Shearman.
- All iron or steel rolled on Tin or Black Plate mills sheared to patterns of irregular shapes or circles, shall be paid for at the weight of the square sheet.
- All Plate and Sheets cut down to smaller sizes, on Tin Plate Mills, to be paid for at scale prices.
- That all Sheets or Tin Plates 14½ square feet and over, when finished in six or more sheets to the pack, shall be paid for at the following rates above Tin Plate scale: Ten (10) per cent. extra on 26 gauge and heavier, and twenty (20) per cent. for all lighter gauges, up to and including 32 gauge, and for all Sheets or Tin Plate 15½ square feet and over, finished in fours, the same percentage shall apply.
- Where improved squaring shears are used the company shall pay for opening packs and grinding the knives, and in mills where plates are cut into 14x20 inches or smaller sizes, additional pay

shall be arranged as follows: For four (4) or five (5) cuts, ten (10) cents per ton above scale price shall be paid, and five (5) cents per ton additional for each extra cut thereafter.

7. Eight (8) hours shall be a days work on Tin or Black Plate mills said mills not to follow out, only on Friday and Saturday, when a full turn's work shall not be made in less then seven (7) hours, when due notice shall be given of such change.

8. It is agreed that no more than three changes in the classification of Sheet and Tin Plate Mills can be made during the scale year and due notice shall be given before such changes.

9. The weight of the bar to be marked on the bar when brought to the mill, and scales for weighing bars be furnished.

10. In each Tin Mill a blackboard shall be furnished, on which the complete weight of each turn shall be placed, within a reasonable time after being made.

11. All Tin and Black Plate shall be weighed by the company after being sheared and opened.

12. That the company furnish soft grease on Monday, and any other warming up turns.

13. That all men working under the control of the Amalgamated Association shall not wait in the mill longer than three (3) hours without working.

14. Three (3) turns to constitute a day's work for Shearman, except in case of accident or other contingencies.

15. Where a Shearman feeds his own pack, no deduction shall be made from his wages. Where the scrap boy feeds the pack, 10 cents per turn shall be deducted, except in cases where mill construction or placing of shears prevents the Shearman from feeding.

16. That all Tin Mills working iron or steel over 32 inches wide be classed as large mills, and ten (10) per cent. extra shall be paid for all such widths over 32 inches wide, up to 35 inches wide; for 35 inches wide and over, twenty (20) per cent. extra shall be paid. When percentages are paid under this clause, those under No. 5 shall be inoperative.

17. All crop ends shall be paired in equal lengths, and, when possible, equal weights.

18. The standing turn and level hand men on Tin Mills shall receive their money directly from the company.

19. That ten (10) per cent. extra be paid for spreading bars.

20. That all iron and steel worked on Tin Mills, finished in eighths, heavier than 27 gauge, be paid for at the same rate as 27 gauge.

21. That all cut-downs be marked separately on Board.

22. That where they have patent feeders on shears, the Shearman to be paid ten (10) cents per turn extra, and Shearman shall not use wrench or any other implement to assist feeder in its work, except it be operating treadle. Eight (8) hours shall constitute a day's work for Shearman.

23. When, in the judgment of Manager the work is too heavy for Catcher, that the company shall furnish help.

24. That the company furnish ice or well water to its employees.

OUT PUT.

The limit of a turn's work of 8 hours shall be as follows:

On Gauge.	100 lbs.
No. 8 to 11.....	14,000
" 12 to 13.....	13,000
" 14 to 15.....	12,000
" 16 to 17.....	11,000
" 18 to 20.....	10,000
" 21 to 24....	8,000
" 25.....	7,250
" 26.....	6,850
" 27.....	6,650

On Gauge.		100 lbs.
No. 28.	.....	6,650
“ 29	.....	6,350
“ 30	.....	6,250
“ 31	.....	6,050
“ 32	.....	5,650
“ 33	.....	5,450
“ 34	.....	5,250
“ 35	.....	5,250
“ 36 and lighter.	.....	4,950

1. On sizes 20½x56, an excess of ten per cent. may be made, but on sizes less than 20 inches wide, the per cent. cannot be made, and on 26 wide and over an excess of fifteen per cent. on the limit may be made.

That in order to insure proper distribution of United States standard gauge on tin plates, in conformity with United States standard gauge, the minimum and maximum weight of each gauge shall be as follows:

Gauge No.	Minimum weight per box.		Base weight per box.		Maximum weight per box.	
	Lbs.	oz.	Lbs.	oz.	Lbs.	oz.
10.....	1,156	15	1,225	0	1,293	1
11.....	1,020	13	1,088	14	1,156	14
12.....	884	12	952	12	1,020	12
13.....	748	10	816	11	884	11
14.....	646	8	680	9	748	9
15.....	578	8	612	8	646	7
16.....	517	4	544	7	578	7
17.....	462	12	490	0	517	3
18.....	408	5	435	9	462	11
19.....	353	14	381	2	408	4
20.....	313	1	326	11	353	13
21.....	285	13	299	7	313	0
22.....	258	10	272	4	285	12
23.....	231	6	245	0	258	9
24.....	204	3	217	12	231	05
25.....	176	15	190	9	204	2
26.....	156	8	163	5	176	14
27.....	142	14	149	12	156	7
28.....	129	5	136	2	142	13
29.....	115	11	122	8	129	4
30.....	101		108	14	115	11
31.....	91		95	5	100	15
32.....	85	1	88	8	90	15
33.....	78	4	81	11	85	0
34.....	71	7	74	14	78	3
35.....	64	10	68	1	71	6

Gauge No.	Minimum weight per box.	Base weight per box.	Maximum weight per box.
	Lbs. oz.	Lbs. oz.	Lbs. oz.
36.	59 9	61 4	64 9
37.	56 2	57 14	59 8
38.	52 12	54 7	56 1
39.	49 5	51 1	52 11
40.	46 13	47 10	49 4
41.	45 1	45 15	46 12
42.	43 6	44 4	45 0
43.	41 11	42 09	43 5
44.	39 15	40 13	41 10

SCALE OF PRICES FOR MOREWOOD STACKS.

	Tinning.	Washing.	Catching.
Coke	11c.	11c.	3 $\frac{3}{4}$ c.
B. Charcoal.....	12c.	12c.	4c.
Charcoal.....	12c.	12c.	4c.
Double Rolling.....	14c.	14c.	4c.
Heavy Coating.....	12c.	12c.	4c.
Old Style.....	15c.	15c.	4c.

STANDARD.—A box of 14x20 containing 112 sheets=31,360 square inches, to be the standard.

All boxes weighing over 136 lbs. to be paid for as over-weight.

SHEET AND TIN BAR SCALE.

Based on actual sales of Sheet Iron, as per conference agreement.	Rolling Finished Iron for Sheet or Tin Bars.	Rolling Muck Iron.
3 c. Rate.....	44 $\frac{5}{10}$ c.	42 $\frac{9}{10}$ c.
3 1-10c. "	45 $\frac{5}{10}$ c.	43 $\frac{3}{10}$ c.
3 2-10c. "	46 $\frac{5}{10}$ c.	43 $\frac{3}{10}$ c.
3 3 10c. "	47 $\frac{5}{10}$ c.	44 c.
3 4-10c. "	48 $\frac{5}{10}$ c.	44 $\frac{6}{10}$ c.
3 5 10c. "	49 $\frac{5}{10}$ c.	45 $\frac{1}{10}$ c.
3 6-10c. "	50 $\frac{6}{10}$ c.	46 $\frac{2}{10}$ c.
3 7-10c. "	51 $\frac{7}{10}$ c.	47 $\frac{3}{10}$ c.
3 8-10c. "	52 $\frac{8}{10}$ c.	48 $\frac{4}{10}$ c.
3 9-10c. "	53 $\frac{9}{10}$ c.	49 $\frac{5}{10}$ c.

1. When sheet or tin bars are made from piles or faggots, all iron turned out shall be paid for in full with seven (7) per cent. of weight deducted for clippings.

2. Roll hands not named in Sheet and Tin Bar scale to advance and decline in proportion with rollers.

3. Heating price based on Bar Mill Heating.

4. That the price paid for drag-down on Sheet Bar Mill be one-third ($\frac{1}{3}$) the heater's price.

MELTING HOUSE SCALE.

OPEN HEARTH.	Per 100 tons, 2,240 lbs. to the ton.
First Helper.....	\$6 00
Second "	5 00
Third "	4 50
Charger	(5 75)
Ladle Crane.....	5 00
Pit Crane.....	4 00
Ladleman (1).....	5 50
Ladleman's Helpers.....	3 90
Mould Setter.....	4 50
Pitmen	4 00
Ladle and Pit Crane.....	6 00
Charging Crane.....	4 00
Chainman.....	(4 00)

1. Prices in brackets are for one furnace. When more than one is on, divide tonnage by number of furnaces working, except charger, charging crane, chainman, and ladle and stripping crane, who shall divide by number of furnaces whose steel they handle.

2. Heating furnaces when cold, first and second helpers to be on; the same to apply when gas is on, unless more than one furnace is working, when only first helper shall be on.

3. Pit crew—1 Moldsetter and 2 men, 1 furnace.

1	"	"	3	"	2	"
1	"	"	5	"	3	"
1	"	"	6	"	4	"
2	"	"	8	"	5	"
2	"	"	9	"	6	"

4. Heats lost on account of mechanical breakage shall be paid for at rate of average heat.

5. Day rate for first helper 25 c per hour.

" " second " 20 $\frac{5}{8}$ c "

6. For time consumed making tapping holes, furnace helpers to receive 20 cents per hour.

7. When delayed waiting for stock, the furnace shall be taken off the division list of men whose prices are in brackets.

8. First and second helpers on hand charged furnaces, to receive \$1.00 more per 100 tons, than on machine charged.

9. All ladleman's helpers to be paid \$3.90 per 100 tons.

UNIVERSAL SHEET AND TIN BAR MILL.

	100 tons of 2,240 lbs.
Roller	\$11 50
Heater	7 25
Screwdown	4 50
First Helper	3 25
Second Helper	2 75
First Straightner	2 25
Two Shearmen.....each	3 00
Bottom Maker....."	4 00
Bottom Helper.. .."	2 75
Two Tongsmen	2 75
One Craneman....."	3 00
One Engineer....."	4 00

1. All tonnage men waiting for steel from the open hearth three hours shall be paid 25 tons for the first and 25 tons for every additional hour.

ADDENDA.

1. All differences that may arise between the workmen and the mill-owners, shall be settled under the rules of the Amalgamated Association of Iron, Steel and Tin Workers, as explained in Article XXXIV of the Constitution.

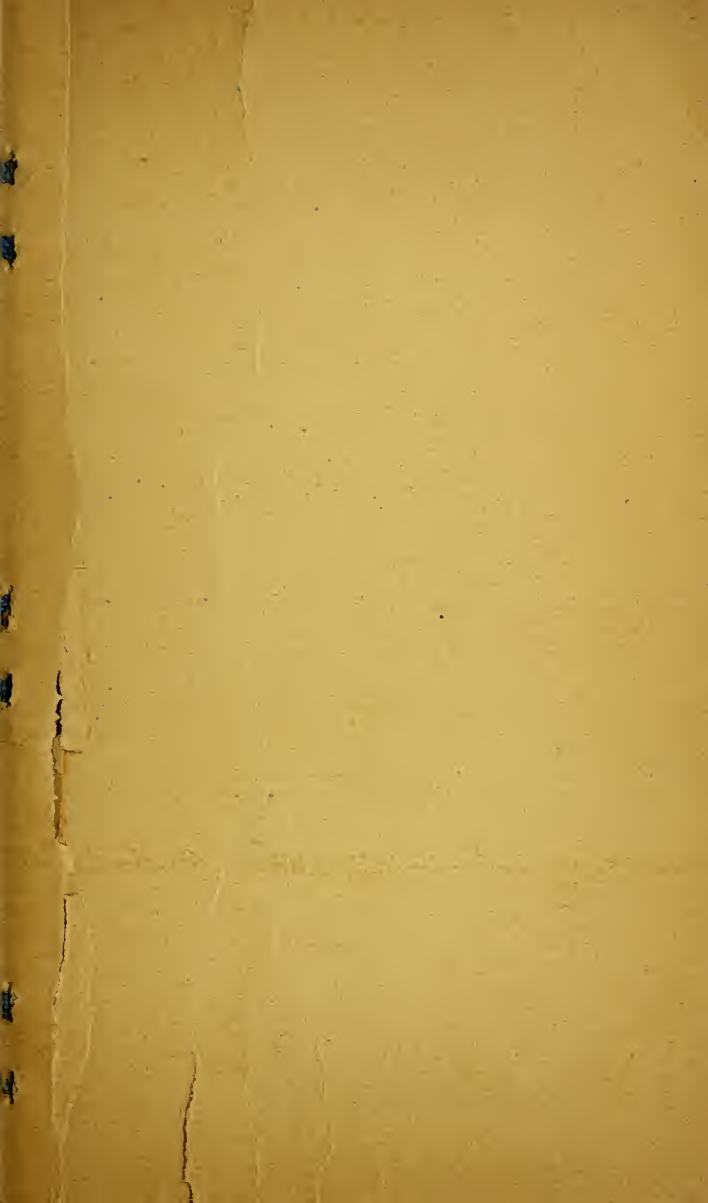
2. Boilers' and Bushelers' Helpers to receive not less than one-third ($\frac{1}{3}$) and five (5) per cent. of Boilers' and Bushelers' wages, to be paid by the Boiler or Busheler.

3. That the amount of all sizes of iron and steel be placed in weight book within a reasonable time, and placed where all men can inspect it.

4. That Run downs on Bar, 12-Inch and Guide mills be not less than one-third ($\frac{1}{3}$) of the furnace, same to be paid by the company.

5. On all Finishing mills the last furnace shall not charge later than one hour after first furnace. On Saturday first furnace shall cease charging seven hours and thirty minutes from regular time mill starts to roll.

6. That ice or suitable drinking water be furnished for employes throughout the scale year.



1903-1904